

As part of the Workforce Innovation and Opportunity Act (WIOA) of 2014, Section 188 prohibits discrimination against individuals who apply to, participate in, work for, or come into contact with programs and activities that receive financial assistance from the US Department of Labor. Section 188 prohibits discrimination on the grounds of race, color, religion, sex, national origin, age, disability, or political affiliation or belief, among other bases. Section 188 also requires that reasonable accommodations be provided to qualified individuals with disabilities in certain circumstances.

“People with disabilities have the legal right to decide whether they wish to receive disability-specific services — they cannot be forced to do so in order to receive other types of services,” said CRC Director Naomi M. Barry-Perez.

- Our Missouri workforce system should not require customers who have disabilities, or whom it believes to have disabilities, to be assessed for or participate in disability-specific services before, or as a condition of, receiving any services that are not disability-specific;
- Our Missouri workforce system should not automatically refer all customers with disabilities, or any specific types of disabilities, to disability-specific services. Rather, it will conduct individualized assessments to determine whether a particular customer may be qualified for referral to such services;
- Before asking Missouri Job Center customers to provide medical or disability-related information, it should inform those customers about their rights with regard to that information.

Although most individuals living in Missouri read, write, speak and understand English, there are many individuals, for whom English is not their primary language. According to MERIC, the American Community Survey Estimate (2010-2014), 6.1% (342,797) of Missouri’s population ages five and over spoke a language other than English at home. Twenty-one percent of the United States population for the same time period spoke a non-English language at home. The five most common non-English languages spoken in Missouri homes were *Spanish or Spanish Creole* (2.6%), *German* (0.4%), *Chinese* (0.3%), *French including Patois and Cajun* (0.3%) and *Serb-Croatian* (0.2%). WIOA recipient agencies have an obligation to reduce language barriers that could prevent meaningful access by LEP persons to important benefits, rights, programs, information, and services.

Please review directions for staff and LEP resources at:

https://jobs.mo.gov/sites/jobs/files/language_interpretation_desk_aid_checklist_rev08-2016.pdf